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ABSTRACT

Information on trends in the characteristics of faculty at Maryland public institutions of higher education is presented, based primarily on the Higher Education General Information Survey (HEGIS) Form 2300.3 (Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty). Five major areas of consideration are as follows: (1) the number of full-time faculty, (2) the percentage of faculty who are part-time, (3) the percentage of full-time faculty who are tenured, (4) the distribution of faculty by rank, and (5) average faculty salaries. Based on analysis of the number of full-time and part-time instructional faculty in state institutions from 1975, 1978, and 1981, it was found that: there was a 1.5 percent increase in full-time instructional faculty between 1975 and 1981, but since that time there has been a slight decline in the number of full-time faculty; the number of part-time faculty grew from 2,928 in 1975 to 5,093 in 1980, which represents a 74 percent increase period. At the same time, there was a 6.4 percent increase in full-time equivalent students. For each year analyzed, the community college segment had the highest percentage of part-time faculty and the University of Maryland system the lowest. Statewide, the percentage of full-time faculty with tenure increased from 54 percent in 1975 to 65 percent in 1981, and there was also an increase in the percentage of faculty in the upper rank between 1975 and 1981. The average annual salaries of full-time instructional faculty on 9-10 month contracts from 1975 through 1981 and the Consumer Price Index for September of each year are presented. Comparative national data are also reviewed, and the HEGIS questionnaire and statistical tables are appended. (SW)

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TRENDS IN THE CHARACTERISTICS OF FACULTY AT MARYLAND PUBLIC INSTITUTIONS OF HIGHER EDUCATION

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This report provides information on trends in the characteristics of faculty at Maryland public institutions of higher education.* It is intended primarily for use as a source of planning information by institutions, segments, and public officials.

The principal source of data for this report is the National Center for Education Statistics' HEGIS Form 2300.3 (Salaries, Tenure and Fringe Benefits of Full-Time Instructional Faculty). Appendix A contains a copy of this form. The use of this form permits comparisons with national data, as it is completed annually by all higher education institutions in the nation. Relevant national data have been included where appropriate.**

This report is organized into five main sections dealing with trends in the following areas: (1) The number of full-time faculty, (2) the percentage of faculty who are part-time, (3) the percentage of full-time faculty who are tenured, (4) the distribution of faculty by rank, and (5) average faculty salaries. The first four topics are of interest in assessing the flexibility campuses have in responding to changes in enrollments, funding, and other developments which may affect faculty staffing patterns. The balance between the numbers of full-time and part-time faculty is also of interest because of its implications for the the nature of instruction, student advising, and the faculty role in governance. The final topic, trends in average faculty salaries, is of interest in evaluating the extent to which salaries have kept pace with changes in the cost of living. Future SBHE reports will provide an indication of the extent to which faculty salaries in Maryland's public four-year institutions are competitive with those of their peers and will recommend guidelines for achieving and maintaining competitive salary levels for Maryland faculty.

Full-Time Faculty

Table 1 shows the number of full-time instructional faculty in the State's public higher education institutions for 1975, 1978, and 1981. For comparison the number of headcount Full-Time Equivalent Students (FTES) is also shown. Statewide, there was a 1.5% increase in full-time instructional faculty between 1975 and 1981. However, the growth that took place occurred between 1975 and 1978, with a slight decline in the number of full-time instructional faculty since that time. The community colleges,

* Except UMUC; its faculty is almost entirely part-time.
**National Center for Education Statistics "Faculty Salaries, Tenure and Benefits 1980-1981." This report is the most recent one available.

Morgan State University and the institutions under the governance of the Board of Trustees of the State Universities and Colleges (BTSUC) exhibited trends consistent with that for the State as a whole. At St. Mary's there was slight growth throughout the entire period while the University of Maryland experienced relative stability.

During the 1975-81 period there was an increase of 6.4% in FTE students. This compares to only a 1.5% increase in full-time faculty. The difference between the percentage increases in faculty and FTES was largest in the community colleges: 5% increase in full-time faculty vs. 16% increase in FTES. This difference was rather small for the segment governed by the BTSUC, St. Mary's and the University of Maryland system. The difference was somewhat greater at Morgan, which experienced relatively large decreases in FTES (20%) and full-time instructional faculty (13%).

Part-Time Faculty

As suggested by the lower rate of growth in full-time faculty than in FTES, institutions have been dealing with the enrollment growth they have experienced to a large extent through hiring increasing numbers of part-time faculty. Table 2, which shows trends in the number and percent of part-time faculty, indicates that by contrast to the trend for full-time faculty the number of part-time faculty has increased at a much faster rate than the number of FTE students. For all public institutions combined, the number of part-time faculty grew from 2,928 in 1975 to 5,093 in 1980.* This represented a 74% increase for the period, compared to a 6.4% increase in FTE students. In 1975, 34% of all faculty reported were classified by institutions as part-time. By 1980 this proportion had increased to 45%. For each year shown, the community college segment had the highest percentage of part-time faculty and the University of Maryland system the lowest.** (Note: Table 2 is not directly comparable to Table 1. Table 2 includes all faculty, while Table 1 includes only instructional faculty.)

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* The final year for this analysis is 1980, as it is the last year for which SBHE Form E-1, "Employees in Institutions of Higher Education", was collected. Beginning in 1981, employee data was collected on computer tape. However because of difficulties in obtaining complete data from some campuses as a result of changing systems, complete information for 1981 is not available at this time.

** The figures dealing with part-time faculty in this report represent headcount faculty. This differs from the concept of full-time-equivalent (FTE) faculty used in some budget documents in which a specified number of part-time faculty are equated to a full-time faculty position or to a faculty budget line. Therefore, the figures used in such budget documents are not comparable to those presented in this report.

Tenure Status

Table 3 shows the trends in the tenure status of full-time instructional faculty. Statewide, the percentage of full-time faculty with tenure increased from 54% in 1975 to 65% in 1981. The proportion of tenured faculty increased in all three segments and at Morgan. St. Mary's, which no longer awards tenure, had a slight decrease in the percentage of faculty with tenure. As of Fall 1981, among the segments, the community colleges had the highest proportion of full-time faculty with tenure (72%), followed by the segment governed by the BTSUC (67%) and the University of Maryland (58%). Morgan had a relatively high tenure rate (75%) while St. Mary's had a relatively low rate (19%).

Comparable national data for 1980 show that the tenure rate for public universities as well as for other public four-year institutions was 66%; for public two-year institutions, 75%. Thus, the BTSUC segment and University of Maryland system tenure rates are near or below the national rates. On a campus-by-campus basis, only Towson and Morgan are appreciably above the public four-year rate. The community college segment also is slightly below the national public two-year rate, although there is considerable variation among the individual campuses.

Interpretations of the extent to which institutions have flexibility in altering staffing patterns need to include consideration of both the percentage of full-time faculty with tenure as well as the percent part-time faculty. For example, while the community college segment has a relatively high tenure rate for full-time faculty, it also has a relatively high rate of employment of part-time faculty. The same holds for Towson. On the other hand, Morgan has both a high rate of tenure and a low rate of employment of part-time faculty, indicating relatively less flexibility than other campuses.

Distribution by Rank

Consistent with the increase in rates of tenured faculty, there was also an increase statewide in the percentage of faculty in the upper ranks between 1975 and 1981 (see Table 4). In 1975, 47% of all full-time instructional faculty in public institutions were in the top two ranks (professor and associate professor). By 1981, this percentage had increased to 55%. The community college segment had the highest percentage of faculty in the upper two ranks (58%), followed by the University of Maryland (55%) and the segment governed by the BTSUC (50%). Morgan had 54% in the upper two ranks while St. Mary's had 44%.

Table 5 shows the distribution of full-time faculty by rank for faculty nationally. For all public universities combined, over 66% of the faculty were in the upper two ranks. This is considerably above the comparable figures for the University of

Maryland system (55%). Nationally, 60% of faculty at other public four-year campus were in the upper two ranks. The BTSUC segment, Morgan, and St. Mary's were all considerably below this level. Nationally, 53% of the 2-year public institutions faculty were reported as holding no rank (vs. less than 1% in Maryland). Therefore, it is not appropriate to compare the distribution across ranks of faculty at Maryland community colleges with those nationally.

Salaries

Table 6 shows the average annual salaries of full-time instructional faculty on 9-10 month contracts from 1975 through 1981.* For comparison the Consumer Price Index (CPI) for September of each year is also shown. Percentage changes in this table refer to changes from 1975. In 1981, the average salary statewide was $24,600. This represented an increase of 45% over the average salary in 1975. Among segments, the percentage increase from 1975 was fairly uniform, ranging from 43% for the segment governed by the BTSUC to 46% for the University of Maryland and 47% for the community college segment. The average salary increases for Morgan and St. Mary's were 41% and 42%, respectively.

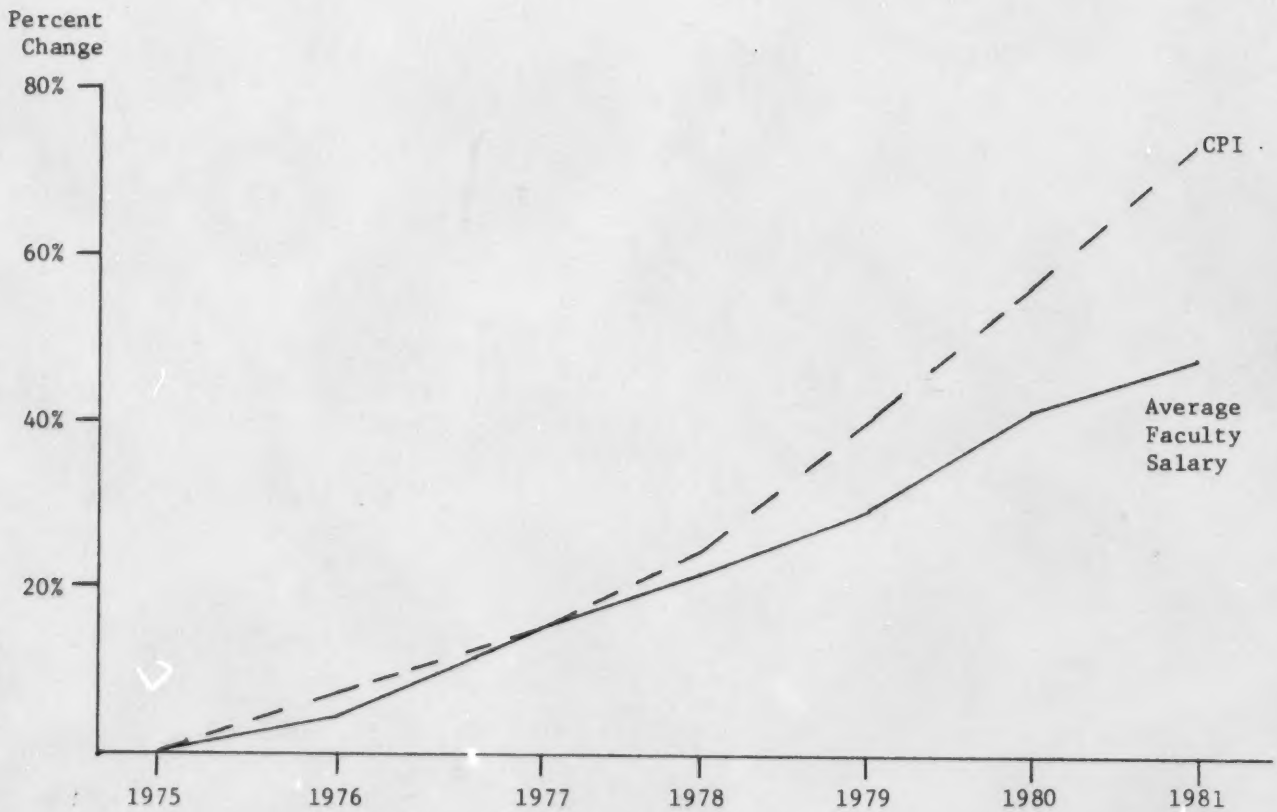
Despite the sizable salary increases between 1975 and 1981, the CPI increased over the same period of time by far more - 71%. Through 1978, average salaries increased at a rate relatively close to increases in the cost of living. However, since that time, inflation has accelerated as has the gap between salaries and the cost of living. Graph 1 illustrates the percentage changes in CPI and salaries statewide.

Table 7 shows detailed data on the average salaries of the full-time instructional faculty on 9-10 month contract by institution and rank for 1975, 1978 and 1981. While the statewide average salary for all faculty has increased by 45% since 1975, the increases by rank have been smaller: 38% for professors, 41% for associate professors and 40% for assistant professors. This indicates that the overall increase in average faculty salary has been to a certain extent a function of upward mobility through the academic ranks.

* The average salary figures used in this report are computed for full-time instructional faculty on 9-10 month contracts. These figures are directly comparable to those published for faculty by the National Center for Educational Statistics (NCES) in its various reports. However, these figures are not directly comparable to those published by the American Association of University Professors (AAUP). AAUP average salary figures use information for both 9-10 and 11-12 month faculty, which yields slightly higher averages.

Graph 1

CONSUMER PRICE INDEX AND AVERAGE SALARY OF
THE FULL-TIME 9-10 MONTH CONTRACT
INSTRUCTIONAL FACULTY
1975 - 1981



TABLES

TABLE 1

FULL-TIME INSTRUCTIONAL FACULTY OF MARYLAND'S
PUBLIC HIGHER EDUCATION INSTITUTIONS

	1975	1978	1981	% Change
Community Colleges				
Allegany C.C.	77	97	76	-1.3%
Anne Arundel C.C.	156	167	167	7.1%
Catonsville C.C.	194	225	212	9.3%
Cecil C.C.	25	25	27	8.0%
Charles Co. C.C.	39	39	43	10.3%
Chesapeake C.C.	22	32	30	36.4%
Com. Col. of Balt.	148	159	158	6.8%
Dundalk C.C.	36	55	49	36.1%
Essex C.C.	170	172	167	-1.8%
Frederick C.C.	28	31	35	25.0%
Garrett C.C.	17	20	21	23.5%
Hagerstown Jr. Col.	56	58	51	-8.9%
Harford C.C.	83	80	80	-3.6%
Howard C.C.	30	41	35	16.7%
Mont. Coll.-Rock.	259	263	232	-10.4%
Mont. Coll.-Tk.Pk.	85	84	69	-18.8%
Mont. Coll.-German.	-	28	23	-
Prince Geo. C.C.	233	242	246	5.6%
Wor-Wic Tech C.C.	-	13	16	-
All Com. Colleges	1658	1831	1737	4.8%
Headcount FTES	44198	47053	51396	16.3%

TABLE 1 (Cont'd)

FULL-TIME INSTRUCTIONAL FACULTY OF MARYLAND'S
PUBLIC HIGHER EDUCATION INSTITUTIONS

	1975	1978	1981	% Change
State Colleges and Universities				
BTSUC				
Bowie St. Coll.	124	102	95	-23.4%
Coppin St. Coll.	143	134	122	-14.7%
Frostburg St. Coll.	164	184	178	8.5%
Salisbury St. Coll.	144	175	182	26.4%
Towson St. Univ.	447	468	453	1.3%
Univ. of Balt.	95	119	131	38.0%
All BTSUC	1117	1182	1161	3.9%
Headcount FTES	24965	25193	24645	-1.3%
Morgan St. Univ.	299	320	260	-13.0%
Headcount FTES	5125	4327	4094	-20.1%
St. Mary's Coll.	65	67	69	6.2%
Headcount FTES	1091	1164	1197	9.7%
University of Maryland				
UMAB	383	374	385	0.5%
UMBC	252	263	259	2.8%
UMCP	1425	1369	1404	-1.5%
UMES	78	75	79	1.3%
All University of Md.	2138	2081	2127	-0.5%
Headcount FTES	40331	40723	41750	3.5%
All Public Institutions	5277	5481	5354	1.5%
Headcount FTES	115710	118460	123082	6.4%

Source: NCES 2300.3

TABLE 2

TRENDS IN THE PERCENTAGE OF PART-TIME FACULTY

	1975			1977			1980		
	Tot. Fac.	PT Fac	%PT Fac	Tot. Fac.	PT Fac	%PT Fac	Tot. Fac	PT Fac	%PT Fac
Community Colleges									
Allegany Com. Coll.	77	0	0%	123	21	17%	129	47	36%
Anne Arundel CC	263	107	41%	391	218	56%	419	249	59%
Catonsville CC	426	189	44%	460	233	51%	390	181	46%
Cecil Com. College	110	85	77%	81	50	62%	84	61	73%
Charles Com. Coll.	115	76	66%	141	102	72%	202	163	81%
Chesapeake CC	28	6	21%	37	6	16%	128	102	80%
Com. Coll. of Balt.	527	379	72%	581	420	72%	511	349	68%
Dundalk Com. College	115	72	63%	196	147	75%	120	83	69%
Essex Com. College	162	0	0%	389	215	55%	686	520	76%
Frederick Com. Coll.	67	39	58%	75	43	57%	114	82	72%
Garrett Com. College	40	25	63%	52	31	60%	77	56	73%
Hagerstown Jr. Coll.	101	45	45%	113	57	50%		N.A.	
Harford Com. Coll.	178	95	53%	190	109	57%	258	177	69%
Howard Com. College	82	52	63%	115	75	65%	152	111	73%
Mont. Col.-Rockville	592	306	52%	515	241	47%	541	282	52%
Mont. Col.-Takoma Pk.	198	100	51%	156	71	46%	207	126	61%
Mont. Col.-Germantown	12	10	83%	30	24	80%	82	58	71%
Prince George's CC	601	382	64%	651	419	64%	702	467	67%
Wor-Wic Tech Com. Col.	-	-	-	28	18	64%	63	47	75%
All Community Coll.	3964	1968	53%	4324	2500	58%	4865	3161	65%
State Colleges and Universities									
BTSUC									
Bowie State College	162	38	23%	169	52	31%	161	58	36%
Coppin State College	221	73	33%	233	90	39%	199	67	34%
Frostburg St. Col.	163	0	0%	180	0	0%	258	53	21%
Salisbury St. Col.	149	0	0%	160	0	0%	230	55	24%
Towson State Col.	446	0	0%	775	314	41%	923	474	51%
University of Balt.	265	170	64%	257	142	55%	258	126	49%
All BTSUC	1406	281	20%	1774	598	34%	2029	833	41%
Morgan State Univ.	371	88	24%	475	203	43%	317	44	14%
St. Mary's College	84	23	27%	100	34	34%	109	45	41%
University Of Maryland									
UMAB	971	232	24%	1051	273	26%	1120	385	34%
UMBC	312	60	19%	306	56	18%	375	115	31%
UMCP	1803	269	15%	1868	323	17%	2299	499	22%
UMES	88	7	8%	84	9	11%	94	11	12%
All University of Md.	3174	568	18%	3309	661	20%	3888	1010	26%
All Public Instit.	8729	2928	34%	9982	3996	40%	11208	5093	45%

TABLE 3

TRENDS IN THE TENURE STATUS OF THE FULL-TIME INSTRUCTIONAL FACULTY OF MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS

	1975	1978	1981
Community Colleges			
Allegany Com. College			
# Full-Time Faculty	77	97	76
# Tenured FT Faculty	29	52	54
% Tenured FT Faculty	38%	54%	71%
Anne Arundel Com. College			
# Full-Time Faculty	156	167	167
# Tenured FT Faculty	83	114	121
% Tenured FT Faculty	53%	68%	72%
Catonsville Com. College			
# Full-Time Faculty	194	225	212
# Tenured FT Faculty	118	159	174
% Tenured FT Faculty	61%	71%	82%
Cecil Com. College			
# Full-Time Faculty	25	25	27
# Tenured FT Faculty	7	4	17
% Tenured FT Faculty	28%	16%	63%
Charles Com. College			
# Full-Time Faculty	39	39	43
# Tenured FT Faculty	18	21	28
% Tenured FT Faculty	46%	54%	65%
Chesapeake Com. College			
# Full-Time Faculty	22	32	30
# Tenured FT Faculty	12	14	16
% Tenured FT Faculty	55%	44%	53%
Com. College of Baltimore			
# Full-Time Faculty	148	159	158
# Tenured FT Faculty	119	127	128
% Tenured FT Faculty	80%	80%	81%
Dundalk Com. College			
# Full-Time Faculty	36	55	49
# Tenured FT Faculty	4	22	32
% Tenured FT Faculty	11%	40%	65%
Essex Com. College			
# Full-Time Faculty	170	172	167
# Tenured FT Faculty	107	138	141
% Tenured FT Faculty	63%	80%	84%

TABLE 3 (Cont'd)
TRENDS IN TENURE STATUS

	1975	1978	1981
Frederick Com. College			
# Full-Time Faculty	28	31	35
# Tenured FT Faculty	8	7	4
% Tenured FT Faculty	29%	23%	11%
Garrett Com. College			
# Full-Time Faculty	17	20	21
# Tenured FT Faculty	0	4	3
% Tenured FT Faculty	-	20%	14%
Hagerstown Jr. College			
# Full-Time Faculty	56	58	51
# Tenured FT Faculty	40	42	37
% Tenured FT Faculty	71%	72%	73%
Harford Com. College			
# Full-Time Faculty	83	80	80
# Tenured FT Faculty	52	53	59
% Tenured FT Faculty	63%	66%	74%
Howard Com. College			
# Full-Time Faculty	30	41	35
# Tenured FT Faculty	0	0	0
% Tenured FT Faculty	-	-	-
Montgomery C. - Rockville			
# Full-Time Faculty	259	263	232
# Tenured FT Faculty	155	228	186
% Tenured FT Faculty	60%	87%	80%
Montgomery C. - Takoma Park			
# Full-Time Faculty	85	84	69
# Tenured FT Faculty	59	63	40
% Tenured FT Faculty	69%	75%	58%
Montgomery C. - Germantown			
# Full-Time Faculty	-	28	23
# Tenured FT Faculty	-	13	6
% Tenured FT Faculty	-	46%	26%
Prince George's Com. Coll.			
# Full-Time Faculty	233	242	246
# Tenured FT Faculty	158	187	196
% Tenured FT Faculty	68%	77%	80%
Wor-Wic Tech.			
# Full-Time Faculty	-	13	16
# Tenured FT Faculty	-	0	0
% Tenured FT Faculty	-	-	-

TABLE 3 (Cont'd)
TRENDS IN TENURE STATUS

	1975	1978	1981
All Community Colleges			
# Full-Time Faculty	1658	1831	1737
# Tenured FT Faculty	969	1248	1242
% Tenured FT Faculty	58%	68%	72%
State Colleges and Universities			
BTSUC			
Bowie St. College			
# Full-Time Faculty	124	102	95
# Tenured FT Faculty	63	63	66
% Tenured FT Faculty	51%	62%	69%
Coppin St. College			
# Full-Time Faculty	143	134	122
# Tenured FT Faculty	69	90	80
% Tenured FT Faculty	48%	67%	66%
Frostburg St. College			
# Full-Time Faculty	164	184	178
# Tenured FT Faculty	90	113	120
% Tenured FT Faculty	55%	61%	67%
Salisbury St. College			
# Full-Time Faculty	144	175	182
# Tenured FT Faculty	50	103	110
% Tenured FT Faculty	35%	59%	60%
Towson St. University			
# Full-Time Faculty	447	468	453
# Tenured FT Faculty	340	363	351
% Tenured FT Faculty	76%	78%	77%
University of Baltimore			
# Full-Time Faculty	95	119	131
# Tenured FT Faculty	19	45	55
% Tenured FT Faculty	20%	38%	42%
All BTSUC			
# Full-Time Faculty	1117	1182	1161
# Tenured FT Faculty	631	777	782
% Tenured FT Faculty	56%	66%	67%

TABLE 3 (Cont'd)
TRENDS IN TENURE STATUS

	1975	1978	1981
Morgan St. University			
# Full-Time Faculty	299	320	260
# Tenured FT Faculty	187	243	196
% Tenured FT Faculty	63%	76%	75%
St. Mary's College			
# Full-Time Faculty	65	67	69
# Tenured FT Faculty	15	15	13
% Tenured FT Faculty	23%	22%	19%
University Of Maryland			
UMAB			
# Full-Time	383	374	385
# Tenured FT Faculty	107	151	167
% Tenured FT Faculty	28%	40%	43%
UMBC			
# Full-Time Faculty	252	263	259
# Tenured FT Faculty	115	157	174
% Tenured FT Faculty	46%	60%	67%
UMCP			
# Full-Time Faculty	1425	1369	1404
# Tenured FT Faculty	796	805	859
% Tenured FT Faculty	56%	59%	61%
UMES			
# Full-Time Faculty	78	75	79
# Tenured FT Faculty	31	28	32
% Tenured FT Faculty	40%	37%	41%
All University of Maryland			
# Full-Time Faculty	2138	2081	2127
# Tenured FT Faculty	1049	1141	1232
% Tenured FT Faculty	49%	55%	58%
All Public Institutions			
# Full-Time Faculty	5277	5481	5354
# Tenured FT Faculty	2851	3424	3465
% Tenured FT Faculty	54%	62%	65%

Source: NCES 2300.3

TABLE 4

TRENDS IN THE DISTRIBUTION BY RANK OF THE FULL-TIME INSTRUCTIONAL FACULTY OF MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS

	1975		1978		1981	
	#	%	#	%	#	%
Community Colleges						
Allegany Com. College						
Professor	7	9%	8	8%	7	9%
Assoc. Professor	16	21%	17	18%	18	24%
Assist. Professor	16	21%	24	25%	24	32%
Instructor	31	40%	35	36%	21	28%
Lecturer	7	9%	13	13%	6	8%
All Faculty	77	100%	97	100%	76	100%
Anne Arundel Com. College						
Professor	18	12%	23	14%	40	24%
Assoc. Professor	55	35%	92	55%	66	40%
Assist. Professor	71	46%	36	22%	43	26%
Instructor	11	7%	16	10%	18	11%
Lecturer	1	1%	0	-	0	-
All Faculty	156	100%	167	100%	167	100%
Catonsville Com. College						
Professor	20	10%	29	13%	39	18%
Assoc. Professor	61	31%	87	39%	79	37%
Assist. Professor	79	41%	70	31%	68	32%
Instructor	32	16%	31	14%	21	10%
Lecturer	2	1%	8	4%	5	2%
All Faculty	194	100%	225	100%	212	100%
Cecil Com. College						
Professor	1	4%	2	8%	5	19%
Assoc. Professor	4	16%	6	24%	5	19%
Assist. Professor	11	44%	12	48%	13	48%
Instructor	9	36%	3	12%	4	15%
Other Faculty	0	-	2	8%	0	-
All Faculty	25	100%	25	100%	27	100%
Charles Com. College						
Professor	5	13%	3	8%	9	21%
Assoc. Professor	15	38%	13	33%	12	28%
Assist. Professor	10	26%	12	31%	9	21%
Instructor	9	23%	11	28%	13	30%
All Faculty	39	100%	39	100%	43	100%

TABLE 4 (Cont'd)

TRENDS IN DISTRIBUTION BY RANK

	1975		1978		1981	
	#	%	#	%	#	%
Chesapeake Com. College						
Professor	2	9%	3	9%	2	7%
Assoc. Professor	2	9%	7	22%	11	37%
Assist. Professor	9	41%	16	50%	10	33%
Instructor	7	32%	5	16%	4	13%
Lecturer	2	9%	1	3%	3	10%
All Faculty	22	100%	32	100%	30	100%
Com. Col. of Baltimore						
Professor	34	23%	41	26%	44	28%
Assoc. Professor	38	26%	46	29%	41	26%
Assist. Professor	47	32%	49	31%	44	28%
Instructor	29	20%	23	14%	18	11%
Lecturer	0	-	0	-	11	7%
All Faculty	148	100%	159	100%	158	100%
Dundalk Com. College						
Professor	1	3%	1	2%	1	2%
Assoc. Professor	4	11%	12	22%	21	43%
Assist. Professor	14	39%	35	64%	18	37%
Instructor	16	44%	7	13%	8	16%
Lecturer	0	-	0	-	1	2%
Other Faculty	1	3%	0	-	0	-
All Faculty	36	100%	55	100%	49	100%
Essex Com. College						
Professor	16	9%	31	18%	50	30%
Assoc. Professor	45	26%	49	28%	49	29%
Assist. Professor	72	43%	59	34%	52	31%
Instructor	33	19%	32	19%	15	9%
Lecturer	0	-	1	1%	1	1%
Other Faculty	4	2%	0	-	0	-
All Faculty	170	100%	172	100%	167	100%
Frederick Com. College						
Professor	4	14%	4	13%	6	17%
Assoc. Professor	11	39%	10	32%	8	23%
Assist. Professor	9	32%	11	35%	13	37%
Instructor	4	14%	6	19%	8	23%
All Faculty	28	100%	31	100%	35	100%
Garrett Com. College						
Professor	0	-	1	5%	1	5%
Assoc. Professor	4	24%	3	15%	3	14%
Assist. Professor	1	6%	6	30%	9	43%
Instructor	8	47%	10	50%	8	38%
Other Faculty	4	24%	0	-	0	-
All Faculty	17	100%	20	100%	21	100%

TABLE 4 (Cont'd)
TRENDS IN DISTRIBUTION BY RANK

	1975		1978		1981	
	#	%	#	%	#	%
Hagerstown Jr. College						
Professor	6	11%	10	17%	15	29%
Assoc. Professor	16	29%	23	40%	20	39%
Assist. Professor	30	54%	18	31%	11	22%
Instructor	4	7%	7	12%	5	10%
All Faculty	56	100%	58	100%	51	100%
Harford Com. College						
Professor	8	10%	11	14%	10	13%
Assoc. Professor	34	41%	35	44%	38	48%
Assist. Professor	21	25%	23	29%	23	29%
Instructor	20	24%	11	14%	9	11%
All Faculty	83	100%	80	100%	80	100%
Howard Com. College						
Professor	2	7%	4	10%	2	6%
Assoc. Professor	7	23%	15	37%	9	26%
Assist. Professor	12	40%	14	34%	11	31%
Instructor	3	10%	3	7%	7	20%
Lecturer	6	20%	0	-	0	-
Other Faculty	0	-	5	12%	6	17%
All Faculty	30	100%	41	100%	35	100%
Montgomery C. - Rockville						
Professor	42	16%	82	31%	71	31%
Assoc. Professor	80	31%	89	34%	82	35%
Assist. Professor	93	36%	60	23%	61	26%
Instructor	28	11%	7	3%	18	8%
Lecturer	8	3%	1	1%	0	-
Other Faculty	8	3%	24	9%	0	-
All Faculty	259	100%	263	100%	232	100%
Montgomery C. - Takoma Park						
Professor	25	29%	41	49%	30	43%
Assoc. Professor	28	33%	28	33%	18	26%
Assist. Professor	23	27%	8	10%	15	22%
Instructor	4	5%	5	6%	6	9%
Lecturer	4	5%	1	1%	0	-
Other Faculty	1	1%	1	1%	0	-
All Faculty	85	100%	84	100%	69	100%
Montgomery C. - Germantown						
Professor	-	-	7	25	6	26%
Assoc. Professor	-	-	4	14%	5	22%
Assist. Professor	-	-	1	4%	7	30%
Instructor	-	-	1	4%	5	22%
Lecturer	-	-	1	4%	0	-
Other Faculty	-	-	14	50%	0	-
All Faculty	-	-	28	100%	23	100%

TABLE 4 (Cont'd)

TRENDS IN DISTRIBUTION BY RANK

	1975		1978		1981	
	#	%	#	%	#	%
Prince George's Com. Col.						
Professor	31	13%	62	26%	94	38%
Assoc. Professor	115	49%	116	48%	90	37%
Assist. Professor	48	21%	40	17%	42	17%
Instructor	26	11%	19	8%	16	7%
Lecturer	0	-	0	-	4	2%
Other Faculty	13	6%	5	2%	0	-
All Faculty	233	100%	242	100%	246	100%
Wor-Wic Tech						
Assoc. Professor	-	-	0	-	1	6%
Assist. Professor	-	-	6	46%	9	56%
Instructor	-	-	7	54%	6	38%
All Faculty	-	-	13	100%	16	100%
All Community Colleges						
Professor	222	13%	363	20%	432	25%
Assoc. Professor	535	32%	652	36%	576	33%
Assist. Professor	566	34%	500	27%	482	28%
Instructor	274	17%	239	13%	210	12%
Lecturer	30	2%	26	1%	31	2%
Other Faculty	31	2%	51	3%	6	-
All Faculty	1658	100%	1831	100%	1737	100%
State Colleges and Universities						
BTSUC						
Bowie State College						
Professor	27	22%	28	27%	25	26%
Assoc. Professor	30	24%	29	28%	28	29%
Assist. Professor	45	36%	37	36%	38	40%
Instructor	22	18%	8	8%	4	4%
All Faculty	124	100%	102	100%	95	100%
Coppin State College						
Professor	26	18%	31	23%	32	26%
Assoc. Professor	40	28%	33	25%	28	23%
Assist. Professor	44	31%	38	28%	37	30%
Instructor	30	21%	32	24%	25	20%
Other Faculty	3	2%	0	-	0	-
All Faculty	143	100%	134	100%	122	100%
Frostburg State College						
Professor	40	24%	44	24%	42	24%
Assoc. Professor	43	26%	44	24%	44	25%
Assist. Professor	43	26%	50	27%	52	29%
Instructor	38	23%	46	25%	40	22%
All Faculty	164	100%	184	100%	178	100%

TABLE 4 (Cont'd)

TRENDS IN DISTRIBUTION BY RANK

	1975		1978		1981	
	#	%	#	%	#	%
Salisbury St. College						
Professor	31	22%	31	18%	33	18%
Assoc. Professor	27	19%	45	26%	51	28%
Assist. Professor	55	38%	59	34%	54	30%
Instructor	28	19%	37	21%	42	23%
Other Faculty	3	2%	3	2%	2	1%
All Faculty	144	100%	175	100%	182	100%
Towson St. University						
Professor	103	23%	110	24%	101	22%
Assoc. Professor	112	25%	118	25%	119	26%
Assist. Professor	162	36%	159	34%	161	36%
Instructor	52	12%	62	13%	46	10%
Lecturer	18	4%	19	4%	26	6%
All Faculty	447	100%	468	100%	453	100%
University of Baltimore						
Professor	25	26%	30	25%	36	27%
Assoc. Professor	30	32%	30	25%	39	30%
Assist. Professor	36	38%	54	45%	53	40%
Instructor	4	4%	5	4%	3	2%
All Faculty	95	100%	119	100%	131	100%
All BTSUC						
Professor	252	23%	274	23%	269	23%
Assoc. Professor	282	25%	299	25%	309	27%
Assist. Professor	385	34%	397	34%	395	34%
Instructor	174	16%	190	16%	160	14%
Lecturer	18	2%	19	2%	26	2%
Other Faculty	6	1%	3	-	2	-
All Faculty	1117	100%	1182	100%	1161	100%
Morgan St. University						
Professor	67	22%	75	23%	67	26%
Assoc. Professor	71	24%	79	25%	73	28%
Assist. Professor	85	28%	105	33%	89	34%
Instructor	69	23%	51	16%	25	10%
Lecturer	0	-	10	3%	6	2%
Other Faculty	7	2%	0	-	0	-
All Faculty	299	100%	320	100%	260	100%
St. Mary's College						
Professor	7	11%	9	13%	11	16%
Assoc. Professor	22	34%	21	32%	19	28%
Assist. Professor	21	32%	19	28%	31	45%
Instructor	12	18%	15	22%	8	12%
Other Faculty	3	5%	3	4%	0	-
All Faculty	65	100%	67	100%	69	100%

TABLE 4 (Cont'd)

TRENDS IN DISTRIBUTION BY RANK

	1975		1978		1981	
	#	%	#	%	#	%
University Of Maryland						
UMAB						
Professor	40	10%	58	16%	64	17%
Assoc. Professor	67	17%	96	26%	100	26%
Assist. Professor	194	51%	159	43%	161	42%
Instructor	80	21%	61	16%	57	15%
Lecturer	2	1%	0	-	1	-
Other Faculty	0	-	0	-	2	1%
All Faculty	383	100%	374	100%	385	100%
UMBC						
Professor	29	12%	41	16%	44	17%
Assoc. Professor	74	29%	108	41%	120	46%
Assist. Professor	113	45%	77	29%	63	24%
Instructor	27	11%	24	9%	20	8%
Lecturer	3	1%	6	2%	5	2%
Other Faculty	6	2%	7	3%	7	3%
All Faculty	252	100%	263	100%	259	100%
UMCP						
Professor	380	27%	386	28%	406	29%
Assoc. Professor	408	29%	414	30%	428	30%
Assist. Professor	399	28%	361	26%	359	26%
Instructor	139	10%	129	9%	139	10%
Lecturer	99	7%	75	5%	55	4%
Other Faculty	0	-	4	1%	17	1%
All Faculty	1425	100%	1369	100%	1404	100%
UMES						
Professor	6	8%	5	7%	6	8%
Assoc. Professor	10	13%	10	13%	14	18%
Assist. Professor	33	42%	30	40%	29	37%
Instructor	14	18%	8	11%	11	14%
Lecturer	15	19%	18	24%	19	24%
Other Faculty	0	-	4	5%	0	-
All Faculty	78	100%	75	100%	79	100%

TABLE 4 (Cont'd)

TRENDS IN DISTRIBUTION BY RANK

	1975		1978		1981	
	#	%	#	%	#	%
All University of Maryland						
Professor	455	21%	490	24%	520	24%
Assoc. Professor	559	26%	628	30%	662	31%
Assist. Professor	739	35%	627	30%	612	29%
Instructor	260	12%	222	11%	227	11%
Lecturer	119	6%	99	5%	80	4%
Other Faculty	6	-	15	-	26	1%
All Faculty	2138	100%	2081	100%	2127	100%
All Public Institutions						
Professor	1003	19%	1211	22%	1299	24%
Assoc. Professor	1469	28%	1679	31%	1639	31%
Assist. Professor	1796	34%	1648	30%	1609	30%
Instructor	789	15%	717	13%	630	12%
Lecturer	167	3%	154	3%	143	3%
Other Faculty	53	1%	72	1%	34	-
All Faculty	5277	100%	5481	100%	5354	100%

Source: NCES 2300.3

TABLE 5

DISTRIBUTION BY RANK OF THE FULL-TIME INSTRUCTIONAL FACULTY OF THE NATION'S PUBLIC HIGHER EDUCATION INSTITUTIONS
- 1980 -

	Universities	Other 4-Year	2-Year
Professor	37.8%	29.9%	8.7%
Assoc. Prof.	28.5%	29.9%	14.1%
Assist. Prof.	25.3%	28.5%	15.8%
Instructor	5.2%	9.2%	8.4%
Lecturer	2.7%	2.0%	0.5%
No Rank	0.5%	0.6%	52.5%
Total	100%	100%	100%

Source: National Center for Education Statistics
"Faculty Salaries, Tenure and Benefits
1980-1981"

TABLE 6

FULL-TIME 9-10 MONTH INSTRUCTIONAL FACULTY
AVERAGE ANNUAL SALARY
AND THE CONSUMER PRICE INDEX

			Comm. Coll.		BTSUC		Morgan	
Year	CPI-U	% Change	Av. Sal.	% Change	Av. Sal.	% Change	Av. Sal.	% Change
1975	163.6	-	$16.5	-	$17.0	-	$16.9	-
1976	172.6	6%	$17.3	5%	$17.6	4%	$17.6	4%
1977	184.0	12%	$18.6	13%	$19.2	13%	$18.4	9%
1978	199.3	22%	$20.0	21%	$20.5	21%	$19.5	15%
1979	223.4	37%	$21.3	29%	$21.8	29%	$21.3	26%
1980	251.7	54%	$22.4	36%	$23.8	41%	$24.2	43%
1981	279.3	71%	$24.2	47%	$24.2	43%	$23.9	41%

	St. Mary's		UM		All Inst.	
Year	Av. Sal.	% Change	Av. Sal.	% Change	Av. Sal.	% Change
1975	$15.0	-	$17.6	-	$17.0	-
1976	$15.7	5%	$18.0	3%	$17.6	4%
1977	$16.9	13%	$19.4	11%	$19.0	12%
1978	$17.3	16%	$20.3	15%	$20.1	19%
1979	$19.2	28%	$21.7	23%	$21.5	27%
1980	$21.0	41%	$24.6	40%	$23.6	39%
1981	$21.2	42%	$25.6	46%	$24.6	45%

CPI-U: Consumer Price Index - All Urban Consumers for September
Bureau of Labor Statistics, U. S. Department of Labor

Average Annual Salary in Thousands of Dollars

Source: NCES 2300.3

TABLE 7

TRENDS IN THE AVERAGE ANNUAL SALARY OF THE FULL-TIME, 9-10 MONTH CONTRACT INSTRUCTIONAL FACULTY OF MARYLAND'S PUBLIC HIGHER EDUCATION INSTITUTIONS

Institution	1975 $	1975 #	1978 $	1978 #	1981 $	1981 #	7-Yr % Chg
COMMUNITY COLLEGES							
Allegany Com. Coll.							
Professor	18,630	5	22,325	6	25,898	5	39%
Associate Professor	14,757	14	18,560	13	21,397	15	45%
Assistant Professor	12,757	13	15,750	22	18,259	24	43%
Instructor	10,488	30	13,494	35	15,894	17	52%
Lecturer	8,379	7	10,950	13	13,362	6	59%
All Faculty	12,160	69	15,015	89	18,493	67	52%
Anne Arundel Com. Coll.							
Professor	20,525	18	25,461	23	30,127	40	47%
Associate Professor	16,511	55	20,274	92	25,522	66	55%
Assistant Professor	13,940	71	16,257	36	20,936	43	50%
Instructor	11,726	11	14,236	16	18,858	18	61%
Lecturer	13,080	1	-	-	-	-	-
All Faculty	15,445	156	19,544	167	24,726	167	60%
Catonsville Com. Coll.							
Professor	22,598	16	27,529	25	32,258	37	43%
Associate Professor	18,246	55	21,256	83	26,462	78	45%
Assistant Professor	15,217	79	18,208	68	21,916	66	44%
Instructor	12,871	32	15,028	31	16,972	17	32%
Lecturer	10,004	2	10,170	8	11,810	4	18%
All Faculty	16,300	184	19,711	215	24,950	202	53%
Cecil Com. Coll.							
Professor	14,836	1	18,077	2	24,007	3	62%
Associate Professor	16,232	1	16,426	4	20,311	4	25%
Assistant Professor	12,474	9	14,024	11	18,911	11	52%
Instructor	9,876	7	10,844	3	14,488	3	47%
Other Faculty	-	-	8,638	1	-	-	-
All Faculty	11,804	18	14,157	21	19,274	21	63%
Charles Co. Com. Coll.							
Professor	-	-	20,539	2	27,601	9	-
Associate Professor	14,353	10	18,579	12	23,200	12	62%
Assistant Professor	12,296	8	16,091	10	18,013	8	46%
Instructor	11,512	3	13,188	9	16,283	9	41%
All Faculty	13,164	21	16,474	33	21,512	38	63%

TABLE 7 (Cont'd)

TRENDS IN ANNUAL SALARY

	1975		1978		1981		7-Yr
	$	N	$	N	$	N	% Chg
Chesapeake Com. Coll.							
Professor	16,550	2	19,758	2	23,747	1	43%
Associate Professor	14,600	2	17,094	6	20,447	9	40%
Assistant Professor	12,611	9	14,533	14	17,865	10	42%
Instructor	10,886	7	13,705	4	14,066	4	29%
Lecturer	8,300	2	10,806	1	12,573	3	51%
All Faculty	12,209	22	15,228	27	17,793	27	46%
Community Coll. of Balt.							
Professor	24,180	33	26,332	41	26,589	44	10%
Associate Professor	18,964	38	20,641	46	23,818	41	26%
Assistant Professor	15,311	46	17,217	49	20,050	44	31%
Instructor	12,785	29	14,091	23	18,183	18	42%
Lecturer	-	-	-	-	15,264	11	-
All Faculty	17,765	146	20,106	159	22,303	158	26%
Dundalk Com. Coll.							
Professor	-	-	24,552	1	32,517	1	-
Associate Professor	19,701	1	19,602	9	24,561	15	25%
Assistant Professor	15,374	10	16,540	23	21,071	12	37%
Instructor	12,611	15	15,099	6	18,147	7	44%
All Faculty	13,946	26	17,230	39	22,309	35	60%
Essex Com. Coll.							
Professor	21,579	11	25,554	26	31,628	40	47%
Associate Professor	18,505	44	21,730	48	26,851	44	45%
Assistant Professor	15,510	71	18,110	56	22,249	45	43%
Instructor	12,703	33	14,671	30	18,118	12	43%
Lecturer	-	-	10,987	1	12,956	1	-
Other Faculty	10,120	3	-	-	-	-	-
All Faculty	16,064	162	19,706	161	25,902	142	61%
Frederick Com. Coll.							
Professor	20,292	4	24,602	4	30,104	6	48%
Associate Professor	17,132	10	20,984	9	24,419	8	43%
Assistant Professor	14,911	9	16,175	11	18,307	13	23%
Instructor	10,575	4	12,271	6	14,633	8	38%
All Faculty	15,888	27	17,961	30	20,887	35	31%

TABLE 7 (Cont'd)

TRENDS IN ANNUAL SALARY

	1975		1978		1981		7-Yr
	$	N	$	N	$	N	% Chg
Garrett Com. Coll.							
Professor	-	-	21,551	1	25,691	1	-
Associate Professor	15,488	2	18,626	3	24,828	3	60%
Assistant Professor	14,575	1	15,428	6	19,259	9	32%
Instructor	10,525	6	11,467	10	14,030	8	33%
Other Faculty	9,455	1	-	-	-	-	-
All Faculty	11,816	10	14,233	20	18,369	21	55%
Hagerstown Jr. Coll.							
Professor	18,036	5	22,350	7	26,067	11	45%
Associate Professor	15,129	10	17,932	21	22,143	20	46%
Assistant Professor	12,828	29	15,553	17	19,139	9	49%
Instructor	10,869	4	13,418	5	17,390	3	60%
All Faculty	13,687	48	17,290	50	22,186	43	62%
Harford Com. Coll.							
Professor	20,867	5	23,760	11	30,333	10	45%
Associate Professor	17,962	28	20,241	31	26,023	34	45%
Assistant Professor	14,631	20	16,200	21	20,581	17	41%
Instructor	11,187	13	13,056	8	16,927	7	51%
All Faculty	15,838	66	18,781	71	24,360	68	54%
Howard Com. Coll.							
Professor	22,486	2	25,100	4	30,601	2	36%
Associate Professor	17,796	7	20,112	12	26,693	9	50%
Assistant Professor	14,127	12	16,616	12	21,691	11	54%
Instructor	11,463	3	12,972	3	17,324	7	51%
Lecturer	8,575	6	-	-	-	-	-
Assistant Instructor	-	-	11,332	5	13,890	6	-
All Faculty	14,164	30	17,686	36	21,276	35	50%
Montgomery Coll.-Rock.							
Professor	23,210	42	26,481	82	30,243	71	30%
Associate Professor	20,803	80	23,486	89	26,598	82	28%
Assistant Professor	16,377	93	19,973	60	22,217	61	36%
Instructor	13,572	28	17,721	7	18,311	18	35%
Lecturer	13,632	8	17,256	1	-	-	-
Other Faculty	12,742	8	16,772	24	-	-	-
All Faculty	18,352	259	22,829	263	25,919	232	41%

TABLE 7 (Cont'd)

TRENDS IN ANNUAL SALARY

	1975		1978		1981		7-Yr
	$	N	$	N	$	N	% Chg
Montgomery Coll.-Tk. Pk.							
Professor	23,934	25	26,780	41	30,674	30	28%
Associate Professor	20,700	28	23,230	28	25,548	18	23%
Assistant Professor	17,097	23	18,634	8	20,230	15	18%
Instructor	14,876	4	14,280	5	15,601	6	5%
Lecturer	14,965	4	15,625	1	-	-	-
Other Faculty	15,765	1	13,921	1	-	-	-
All Faculty	20,074	85	23,791	84	25,756	69	28%
Montgomery Coll.-German.							
Professor	-	-	27,504	7	28,827	6	-
Associate Professor	-	-	23,370	4	22,824	5	-
Assistant Professor	-	-	22,147	1	17,125	7	-
Instructor	-	-	20,516	1	18,464	5	-
Lecturer	-	-	19,701	1	-	-	-
Other Faculty	-	-	15,508	14	-	-	-
All Faculty	-	-	20,196	28	21,708	23	-
Prince George's Com. Coll.							
Professor	21,665	31	25,824	60	30,704	87	42%
Associate Professor	18,372	106	23,081	107	27,443	84	49%
Assistant Professor	16,284	45	19,446	39	23,288	41	43%
Instructor	13,733	26	17,344	18	19,428	14	41%
Lecturer	-	-	-	-	17,904	4	-
Assistant Instructor	12,161	13	14,087	5	-	-	-
All Faculty	17,498	221	22,533	229	27,282	230	56%
Wor-Wic Tech							
Associate Professor	-	-	-	-	22,858	1	-
Assistant Professor	-	-	15,560	5	19,768	8	-
Instructor	-	-	14,122	7	16,599	6	-
All Faculty	-	-	14,721	12	18,706	15	-

TABLE 7 (Cont'd)

TRENDS IN ANNUAL SALARY

	1975 $	1975 N	1978 $	1978 N	1981 $	1981 N	7-Yr % Chg
STATE COLLEGES AND UNIVERSITIES							
BTSUC							
Bowie State College							
Professor	22,911	27	26,728	28	32,048	25	40%
Associate Professor	18,694	30	21,925	29	26,336	28	41%
Assistant Professor	15,301	45	18,068	37	21,490	38	40%
Instructor	12,496	22	14,217	8	17,380	4	39%
All Faculty	17,281	124	21,240	102	25,524	95	48%
Coppin State College							
Professor	22,475	22	26,294	31	29,888	32	33%
Associate Professor	18,504	38	21,833	33	24,856	28	34%
Assistant Professor	15,321	44	18,196	38	19,932	37	30%
Instructor	12,678	30	14,464	32	15,289	25	21%
Other Faculty	8,267	3	-	-	-	-	-
All Faculty	16,619	137	20,074	134	22,722	122	37%
Frostburg State College							
Professor	23,087	40	25,765	44	29,779	42	29%
Associate Professor	17,694	43	20,245	44	24,301	44	37%
Assistant Professor	15,156	43	16,983	49	19,939	51	32%
Instructor	12,424	38	14,132	44	16,353	40	32%
All Faculty	17,123	164	19,218	181	22,548	177	32%
Salisbury State College							
Professor	22,913	31	27,498	29	31,741	33	39%
Associate Professor	17,700	27	21,254	45	25,453	51	44%
Assistant Professor	14,556	55	17,560	59	20,943	54	44%
Instructor	12,250	28	13,945	37	16,582	42	35%
Other Faculty	8,767	3	11,428	3	12,450	2	42%
All Faculty	16,376	144	19,307	173	23,065	182	41%

TABLE 7 (Cont'd)

TRENDS IN ANNUAL SALARY

	1975		1978		1981	7-Yr
	$	N	$	N	$	% Chg
Towson State University						
Professor	22,891	103	26,533	110	32,061	101	40%
Associate Professor	17,953	112	22,134	118	27,099	119	51%
Assistant Professor	14,920	162	18,603	159	22,333	161	50%
Instructor	12,747	52	14,640	62	17,343	46	36%
Lecturer	12,179	18	13,355	19	16,612	26	36%
All Faculty	17,154	447	20,619	468	24,919	453	45%
University of Baltimore						
Professor	20,430	24	27,071	30	32,626	36	60%
Associate Professor	17,582	30	21,771	30	27,278	39	55%
Assistant Professor	14,124	36	17,312	54	22,818	53	62%
Instructor	11,867	4	13,415	5	16,667	3	40%
All Faculty	16,743	94	20,733	119	26,700	131	59%
Morgan State University						
Professor	23,829	62	26,555	75	31,301	64	31%
Associate Professor	18,320	69	20,443	76	24,806	72	35%
Assistant Professor	14,868	85	17,214	104	20,296	88	37%
Instructor	12,432	69	13,519	51	16,260	25	31%
Lecturer	-	-	11,030	8	14,882	4	-
Other Faculty	10,194	7	-	-	-	-	-
All Faculty	16,899	292	19,469	314	23,879	253	41%
St. Mary's College						
Professor	19,687	4	24,309	6	30,214	9	53%
Associate Professor	17,453	19	20,728	19	24,880	16	43%
Assistant Professor	14,174	20	16,197	18	18,333	31	29%
Instructor	12,348	12	13,011	15	14,874	8	20%
Other Faculty	8,523	3	9,884	3	-	-	-
All Faculty	14,958	58	17,312	61	21,208	64	42%

TABLE 7 (Cont'd)

TRENDS IN ANNUAL SALARY

	1975 $	1975 N	1978 $	1978 N	1981 $	1981 N	7-Yr % Chg
UNIVERSITY OF MARYLAND							
UMAB							
Professor	23,395	4	24,847	5	38,642	28	65%
Associate Professor	19,954	11	20,852	10	33,273	24	67%
Assistant Professor	16,605	19	19,694	13	25,739	21	55%
Instructor	13,702	8	15,796	4	23,576	2	72%
All Faculty	17,576	42	20,374	32	32,909	75	87%
UMBC							
Professor	25,490	29	28,650	32	34,605	35	36%
Associate Professor	18,395	73	20,542	97	25,223	107	37%
Assistant Professor	15,057	111	16,819	70	20,201	59	34%
Instructor	12,588	23	13,087	22	14,988	16	19%
Lecturer	16,033	3	16,166	6	20,863	4	30%
Other Faculty	9,511	6	10,775	7	13,508	6	42%
All Faculty	16,931	245	19,432	234	24,256	227	43%
UMCP							
Professor	24,878	255	28,425	279	35,615	312	43%
Associate Professor	18,644	318	21,178	350	25,963	365	39%
Assistant Professor	15,195	310	16,941	309	20,868	318	37%
Instructor	11,401	109	12,280	98	14,417	108	26%
Lecturer	12,526	84	14,298	68	18,250	51	46%
Other Faculty	-	-	9,585	1	11,382	11	-
All Faculty	17,916	1076	20,600	1105	25,611	1165	43%
UMES							
Professor	20,943	5	22,854	4	27,084	2	29%
Associate Professor	17,388	9	19,948	9	23,487	8	35%
Assistant Professor	15,235	31	17,287	24	21,392	27	40%
Instructor	11,753	12	14,250	6	19,376	10	65%
Lecturer	12,325	14	14,821	16	18,334	13	49%
All Faculty	14,748	71	17,093	59	20,863	60	41%

TABLE 7 (Cont'd)

TRENDS IN ANNUAL SALARY

	1975		1978		1981		7-Yr
	$	N	$	N	$	N	% Chg
COMMUNITY COLLEGES SEGMENT AVERAGE							
Professor	22,364	200	25,921	345	29,973	404	34%
Associate Professor	18,399	491	21,434	617	25,658	548	39%
Assistant Professor	15,097	548	17,499	469	20,959	454	39%
Instructor	12,313	255	14,328	227	17,243	187	40%
Lecturer	10,957	30	11,465	26	14,400	29	31%
Assistant Instructor	11,778	16	12,710	10	13,890	6	18%
Other Faculty	12,716	10	16,055	40	-	-	-
All Faculty	16,493	1550	20,008	1734	24,208	1628	47%
BTSUC SEGMENT AVERAGE							
Professor	22,652	247	26,564	272	31,481	269	39%
Associate Professor	18,003	280	22,791	299	26,179	309	45%
Assistant Professor	14,910	385	17,782	396	21,591	394	45%
Instructor	12,533	174	14,304	188	16,563	160	32%
Lecturer	12,179	18	13,335	19	16,612	26	36%
Assistant Instructor	8,767	3	11,428	3	12,450	2	42%
Other Faculty	8,267	3	-	-	-	-	-
All Faculty	16,962	1110	20,508	1177	24,286	1160	43%
UNIVERSITY OF MARYLAND SEGMENT AVERAGE							
Professor	24,851	293	28,322	320	35,701	377	44%
Associate Professor	18,607	411	21,015	466	26,115	504	40%
Assistant Professor	15,222	471	17,026	416	21,049	425	38%
Instructor	11,730	152	12,616	130	14,984	136	28%
Lecturer	12,602	101	14,516	90	18,420	68	46%
Other Faculty	9,511	6	10,626	8	12,132	17	28%
All Faculty	17,581	1434	20,259	1430	25,852	1527	46%
STATEWIDE AVERAGE							
Professor	23,456	806	26,880	1018	32,335	1123	38%
Associate Professor	18,361	1270	21,516	1477	25,877	1449	41%
Assistant Professor	15,063	1509	17,457	1403	21,065	1392	40%
Instructor	12,250	662	13,857	611	16,352	516	33%
Lecturer	12,220	149	13,612	143	17,020	127	39%
Assistant Instructor	10,747	29	11,940	16	13,530	8	26%
Other Faculty	11,001	19	15,150	48	12,132	17	10%
All Faculty	16,968	4444	20,137	4716	24,621	4632	45%

Source: NCES 2300.3

APPENDIX A

UNITED STATES DEPARTMENT OF EDUCATION
WASHINGTON, D.C. 20202

HIGHER EDUCATION GENERAL INFORMATION SURVEY *(HEGIS XVI)*

SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY, 1981-82

PLEASE READ INSTRUCTIONS BEFORE COMPLETING THIS FORM.

FORM APPROVED
OMB NO. 1850-0003
EXPIRATION DATE: 7/31/82

1. FICE CODE NUMBER

2. DUE DATE

Not later than November 30, 1981

This report is authorized by law (20 U.S.C. 1221e-1). While you are not required to respond, your cooperation is needed to make the results of this survey comprehensive, accurate and timely.

Please supply all the identifying information requested on this page. When the survey form has been completed, please return it either directly to the U.S. Department of Education, National Center for Education Statistics, 400 Maryland Avenue, S.W., (Presidential Building, Suite 205, Attention: HEGIS), Washington, D.C. 20202, or to the HEGIS COORDINATOR, if there is a HEGIS coordinator in your State.

3. NAME AND MAILING ADDRESS OF INSTITUTION OR CAMPUS COVERED BY THIS REPORT *(include city, State, and ZIP code)*

4. NAME AND TITLE OF RESPONDENT

5. TELEPHONE NUMBER OF RESPONDENT *(area code, local number, and extension)*

6. **PLEASE NOTE** THAT EACH INSTITUTION, BRANCH, CAMPUS OR OTHER ENTITY SEPARATELY CERTIFIED BY THE DIVISION OF ELIGIBILITY AND AGENCY EVALUATION OF THE U.S. DEPARTMENT OF EDUCATION, WITH ITS OWN FICE CODE, AND LISTED SEPARATELY IN THE **EDUCATION DIRECTORY – COLLEGES AND UNIVERSITIES,** SHOULD BE REPORTED ON A SEPARATE SURVEY FORM AND NOT INCLUDED OR COMBINED WITH ANY OTHER SUCH CERTIFIED UNIT. BRANCHES, CAMPUSES, AND OTHER ORGANIZATIONAL ENTITIES NOT SEPARATELY CERTIFIED SHOULD BE INCLUDED WITH THE APPROPRIATE INSTITUTION OR BRANCH REPORT. IF SUCH ARE INCLUDED IN THIS REPORT, PLEASE LIST THEM BELOW.

ARE DATA FOR THIS UNIT INCLUDED IN THIS REPORT?	NAME OF BRANCH AND/OR OTHER CAMPUS	ADDRESS *(city, State, and ZIP code)*
☐ YES ☐ NO		
☐ YES ☐ NO		
☐ YES ☐ NO		

7. IF THE EDUCATIONAL ORGANIZATION OR ENTITY COVERED BY THIS SURVEY REPORT IS PART OF A MULTI-CAMPUS INSTITUTION, OR PART OF A SYSTEM OF INSTITUTIONS, PLEASE ENTER THE NAME OF THE INSTITUTION OR SYSTEM BELOW. IF NOT APPLICABLE, CHECK HERE → ☐

DEFINITIONS

INSTITUTIONAL SYSTEM. A complex of two or more institutions of higher education, each separately organized or independently administered, under the control of a single administrative body.

MULTI-CAMPUS INSTITUTION. An organization resembling an institutional system, but clearly designated as a single institution with either of two organizational structures: (1) an institution having two or more campuses responsible to a central administration (which central administration may or may not be located on one of the administratively equal campuses) or (2) an institution having a main campus with one or more branch campuses.

MAIN CAMPUS. In those institutions comprised of a main campus and one or more branch campuses, the main campus (sometimes called the parent institution) is usually the location of the core, primary, or most comprehensive program. (Unless the institution-wide or central administrative office for such institutions is reported to be at a different location, the main campus is understood to be the location of the central administrative office.)

BRANCH CAMPUS. A campus of an institution of higher education which is located in a community different from that of its parent institution, that is, beyond a reasonable commuting distance from the main campus of the parent institution. To be considered a branch campus, rather than an extension center, the educational activities at the location must be organized on a relatively permanent basis (i.e., have a relatively permanent administration) and include course offerings for one or more complete college-level programs of at least one full year.

Please prepare this report on the basis of the faculty members employed (including those under contract but not yet in the payroll system) by your institution as of October 1, 1981, and send one copy of this form, by November 30, 1981, to:

U.S. Department of Education
National Center for Education Statistics
400 Maryland Avenue, S.W.
(Presidential Building, Suite 205,
Attention: HEGIS)
Washington, D.C. 20202

If annual salary increases or the total number of faculty cannot be reported by November 30, 1981, or if additional clarification is needed, please call Carolyn R. Smith, (301) 436-6425 in Washington, D.C.

This survey consists of two parts, as follows:

Part 1 – Salaries and Tenure of Full-Time Instructional Faculty, 1981-82

Part 2 – Fringe Benefits for Full-Time Instructional Faculty, 1981-82

Please read pages 6 and 7 before completing the survey.

The confidentiality of individuals' salaries will be preserved in accordance with Title V, Section 501(a) of the Education Amendments of 1974 (Public Law 93-380, 93rd Congress, August 21, 1974) which amends Part A of the General Education Provisions Act by adding at the end thereof a new Section 406 specifically referring to NCES. Section (d) (2) of the Act is cited below:

> "The Center shall develop and enforce standards designed to protect the confidentiality of persons in the collection, reporting, and publication of data under this section. This subparagraph shall not be construed to protect the confidentiality of information about institutions, organizations, and agencies receiving grants from or having contracts with the Federal Government."

The Freedom of Information Act requires that data retained by the Federal government must be made available to the public so long as the rights to privacy of individuals are not violated. When requested, data collected in this survey will be made available to the public in the form of computer tapes or through EDSTAT (direct access program of the National Center for Education Statistics). Data cells containing salary outlays or fringe benefit expenditures for fewer than three individuals will be removed. The tapes will contain all of the data items on the survey forms (except those which might identify individuals), as well as the names of institutions submitting the reports.

NAME OF INSTITUTION | 1. FICE CODE NUMBER

PART 1 – SALARIES, AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, 1981-82

A. FACULTY ON 9-MONTH SALARY CONTRACTS

ACADEMIC RANK	MEN			WOMEN		
	NUMBER OF PERSONS (1)	TOTAL SALARY OUTLAY (OMIT CENTS) (2)	NO. IN COL. 1 WITH TENURE (3)	NUMBER OF PERSONS (4)	TOTAL SALARY OUTLAY (OMIT CENTS) (5)	NO. IN COL. 5 WITH TENURE (6)
1. PROFESSORS						
2. ASSOCIATE PROFESSORS						
3. ASSISTANT PROFESSORS						
4. INSTRUCTORS						
5. LECTURERS						
6. NO ACADEMIC RANK*						
7. TOTAL (sum of lines 1-6)						

B. FACULTY ON 12-MONTH SALARY CONTRACTS

ACADEMIC RANK	MEN			WOMEN		
	NUMBER OF PERSONS (1)	TOTAL SALARY OUTLAY (OMIT CENTS) (2)	NO. IN COL. 1 WITH TENURE (3)	NUMBER OF PERSONS (4)	TOTAL SALARY OUTLAY (OMIT CENTS) (5)	NO. IN COL. 5 WITH TENURE (6)
8. PROFESSORS						
9. ASSOCIATE PROFESSORS						
10. ASSISTANT PROFESSORS						
11. INSTRUCTORS						
12. LECTURERS						
13. NO ACADEMIC RANK*						
14. TOTAL (sum of lines 8-13)						

15. IF THIS SURVEY IS NOT APPLICABLE TO YOUR INSTITUTION BECAUSE THE EXCLUSIONS CITED IN THE DEFINITIONS EMBRACE ALL OF YOUR INSTRUCTIONAL FACULTY, PLEAS MARK THE APPROPRIATE ITEM BELOW AND RETURN THIS PAGE WITH PAGE 1.

- ☐ (1) ALL OF THE INSTRUCTIONAL FACULTY AT THIS INSTITUTION ARE PAID UNDER CONTRACTS OTHER THAN 9 OR 11/12 MONTH DURATION.
- ☐ (2) ALL INSTRUCTIONAL FACULTY AT THIS INSTITUTION TEACH PRECLINICAL OR CLINICAL MEDICINE.
- ☐ (3) ALL OF THE INSTRUCTIONAL FACULTY AT THIS INSTITUTION ARE EMPLOYED ON A PART-TIME BASIS.
- ☐ (4) ALL OF THE INSTRUCTIONAL FACULTY AT THIS INSTITUTION ARE MEMBERS OF A RELIGIOUS ORDER AND CONTRIBUTE SERVICES OR ARE MILITARY PERSONNEL

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Institutions without standard academic ranks should report all full-time faculty here.

NAME OF INSTITUTION

1. FICE CODE NUMBER

PART 2A – FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY ON 9-MONTH SALARY CONTRACTS, 1981-82, MEN AND WOMEN

(In "Expenditure" columns, report only whole dollar amounts; omit cents)

FRINGE BENEFITS	LINE NO.	PROFESSORS		ASSOCIATE PROFESSORS		ASSISTANT PROFESSORS		INSTRUCTORS		LECTURERS		NO ACADEMIC RANK	
		EXPENDITURE (1)	NO. COV. (2)	EXPENDITURE (3)	NO. COV. (4)	EXPENDITURE (5)	NO. COV. (6)	EXPENDITURE (7)	NO. COV. (8)	EXPENDITURE (9)	NO. COV. (10)	EXPENDITURE (11)	NO. COV. (12)
RETIREMENT PLANS (Other than Social Security) A. Vested within 5 years	1												
B. Vested after 5 years	2												
MEDICAL/DENTAL PLANS	3												
GUARANTEED DISABILITY INCOME PROTECTION	4												
TUITION PLAN RESTRICTED ☐ YES ☐ NO (see instruction for line 5)	5												
HOUSING PLAN RESTRICTED ☐ YES ☐ NO (see instruction for line 6)	6												
SOCIAL SECURITY TAXES	7												
UNEMPLOYMENT COMPENSATION TAXES	8												
GROUP LIFE INSURANCE	9												
WORKMEN'S COMPENSATION	10												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (specify)	11												
TOTALS (see instructions for line 12)	12												

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REMARKS

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NAME OF INSTITUTION

1. FICE CODE NUMBER

PART 2B – FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY ON 12-MONTH SALARY CONTRACTS, 1981-82, MEN AND WOMEN

(In "Expenditure" columns, report only whole dollar amounts; omit cents)

FRINGE BENEFITS	LINE NO.	PROFESSORS		ASSOCIATE PROFESSORS		ASSISTANT PROFESSORS		INSTRUCTORS		LECTURERS		NO ACADEMIC RANK	
		EXPENDITURE (1)	NO. COV. (2)	EXPENDITURE (3)	NO. COV. (4)	EXPENDITURE (5)	NO. COV. (6)	EXPENDITURE (7)	NO. COV. (8)	EXPENDITURE (9)	NO. COV. (10)	EXPENDITURE (11)	NO. COV. (12)
RETIREMENT PLANS (Other than Social Security) A. Vested within 5 years	1												
B. Vested after 5 years	2												
MEDICAL/DENTAL PLANS	3												
GUARANTEED DISABILITY INCOME PROTECTION	4												
TUITION PLAN RESTRICTED ☐ YES ☐ NO (see instruction for line 5)	5												
HOUSING PLAN RESTRICTED ☐ YES ☐ NO (see instruction for line 6)	6												
SOCIAL SECURITY TAXES	7												
UNEMPLOYMENT COMPENSATION TAXES	8												
GROUP LIFE INSURANCE	9												
WORKMEN'S COMPENSATION	10												
OTHER BENEFITS IN KIND WITH CASH OPTIONS (specify)	11												
TOTALS (see instructions for line 12)	12												

REMARKS

INSTRUCTIONS FOR COMPLETING SALARIES, TENURE, AND FRINGE BENEFITS OF FULL-TIME INSTRUCTIONAL FACULTY, 1981-82

OMB NO. 1850-0003
EXPIRATION DATE: 7/31/82

DEFINITIONS

Instructional Faculty. For purposes of this part of the survey, the instructional faculty is defined as those members of the Instruction/Research staff who are employed full-time as defined by the institution and whose **major regular assignment is instruction, including those with released time for research**. Instructional faculty on sabbatical leave should be reported at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave. Replacements for those on sabbatical leave should not be reported. Faculty on leave without pay should not be reported. Full-time replacements for those on leave without pay should be reported. Chairmen of departments should be reported (if they have no other administrative title and hold a faculty rank) at their contracted faculty salary.

Salary Contracts. Report the salaries of faculty on either 9-month or 12-month bases. For purposes of this survey, the term 9-month salary applies to faculty who teach for two semesters, three quarters, two trimesters, two four-month sessions or the equivalent. Those faculty members teaching on any of these bases should be reported in the section of this part of the survey entitled 9-month salaries. Faculty employed for the entire year should be reported in the section of the form entitled 12-month salaries. These faculty members are usually employed for 11 months of teaching with one month of vacation. Faculty should be reported as having 9-month or 12-month salaries on the basis of the contract period, not on the basis of the number of installments in which salaries are paid. If the conditions of employment of all of the faculty at your institution are other than those defined here, or your institution is a medical school, see the exclusions below.

Tenure. Of the number of instructional faculty being reported at each rank, also report the number who have tenure at each of those ranks. If a position is tenured, but the person holding it has not yet earned the tenure privilege, the person should not be counted as having tenure. Furthermore, do not count tenured persons as having tenure if their salaries were not included in the total salary outlay for that academic rank. If none of the instructional faculty at a particular rank are tenured, please enter a zero in that space.

Exclusions. Do not report the number of faculty, their salaries, or the number tenured, for any of the groups of employees listed below:

(1) Instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two 4-month sessions. If this statement applies to all instructional faculty at your institution, please indicate at the bottom of page 3.

(2) Instructional faculty for preclinical and clinical medicine. If this statement applies to all instructional faculty at your institution, please indicate at the bottom of page 3. *(NOTE: Instructional faculty in all other health fields, such as dentistry, veterinary medicine, nursing, dental hygiene, etc., should be reported.)*

(3) Instructional faculty who are employed on a part-time basis. If this statement applies to all instructional faculty at your institution, please indicate at the bottom of page 3.

(4) Instructional faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions.

(5) Instructional faculty who, as members of military organizations, are paid on a different salary scale from civilian employees.

(6) Administrative officers with titles such as Dean of Instruction, Academic Dean, Dean of Faculty, Dean of Students, Librarian, Registrar, Coach, etc., even though they may devote part of their time to classroom instruction.

(7) Undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching associate, teaching fellow, etc.

INSTRUCTIONS

PART 1 – SALARIES AND TENURE OF FULL-TIME INSTRUCTIONAL FACULTY, 1981-82

In Part 1A, page 3, column 1, report the number of male faculty members on 9-month salaries according to their academic ranks. In column 2, report to the nearest whole dollar, the total salary outlay for those faculty members reported in column 1. Report in column 3 the number of faculty members reported in column 1 who currently have tenure privileges. Similarly, report the data for female faculty members on 9-month salaries in columns 4-6.

In Part 1B, page 3, report data for faculty on 12-month salaries.

PART 2 – FRINGE BENEFITS FOR FULL-TIME INSTRUCTIONAL FACULTY, 1981-82, MEN AND WOMEN

Report the projected fringe-benefits expenditures which will be paid by your institution, or State, to the full-time instructional faculty during the 1981-82 academic year. Fringe benefits should be reported only for those salaried instructional faculty reported in Part 1 of this survey. The fringe benefits for male and female faculty on 9-month contracts, as reported in columns 1 and 4, lines 1-6 of Part 1A (page 3), should be reported in Part 2A. Similarly, the fringe benefits for male and female faculty on 12-month contracts reported in columns 1 and 4, lines 8-13 of Part 1B (page 3), should be reported in Part 2B. The exclusions cited in the instructions for Part 1 also apply to Parts 2A and 2B.

Fringe benefits are defined as cash contributions in the form of supplementary or deferred compensation other than salary. The employee's contribution should be excluded when determining the dollar value of fringe benefits. Expenditures should be reported to the nearest whole dollar. When an expenditure is reported for a fringe benefit, the number of persons receiving the benefit should also be reported.

Lines 1 and 2. Retirement Plans (other than Social Security). Report contributions by your institution, State and local government toward retirement on line 1 or 2 according to the vesting provisions of the institution's retirement plan. A vested retirement plan is defined as one in which the full amount of the contribution by the institution, State and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

On line 1, report contributions toward retirement if they become vested in the faculty member not later than the end of his 5th year of full-time service at the institution and are not lost to him if he leaves the institution or moves to another State. If the institution's retirement vesting provision meets the 5-year criterion, report all contributions to the retirement plan on line 1 even though some faculty members may have been employed less than 5 years.

On line 2, report expenditure for retirement plans in which the employer's contribution becomes vested in the faculty member after 5 years or only upon retirement.

Line 3. Medical/Dental Plans. Report contributions to insurance plans which provide for hospital, medical, surgical, or dental care.

Line 4. Guaranteed Disability Income Protection Plan. Report expenditures, through insurance or otherwise, for long-term disability income payments (defined as salary in excess of 6 months) and not covered in other retirement or insurance plans listed on this form. These payments are not to consist of the accumulation of unused sick-leave benefits.

Line 5. Tuition Plan. Report cash payments and the dollar value of tuition waivers and exchanges for dependents of faculty members to attend another institution or your own institution. If the tuition plan is available to dependents of faculty members to attend any institution of their choice, please check "No" on line 5. If either of these conditions does not apply, please check "YES" on line 5. The number covered by this benefit should be the number of faculty dependents receiving tuition, rather than the number of faculty members covered by the benefits. If the number of faculty dependents who will receive this benefit in 1981-82 is unknown when this report is being prepared, apply the current rate for the benefit to the number receiving tuition in 1980-81 to derive an estimate.

Line 6. Housing Plan. Report the expenditures in the form of cash payments or subsidies to faculty members for off-campus or institution-owned housing. If faculty members have the option of choosing off-campus housing, please check "NO" on line 6. If the housing plan only applies to institution-owned housing, please check "YES" on line 6. If the number of faculty members who will receive the housing benefit in 1981-82 is unknown when this report is being prepared, apply the current rate for this benefit to the number receiving the housing benefit in 1980-81 to derive an estimate.

Line 7. Social Security Taxes. If covered by Social Security, report the F.I.C.A. taxes calculated at the rate effective January 1, 1981 (6.65% of the first $29,700 or $1,975 maximum earned per employee).

Line 8. Unemployment Compensation Taxes. Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.

Line 9. Group Life Insurance. Report expenditures by the institution to support the group life insurance program.

Line 10. Workmen's Compensation. Report the taxes (not benefits) to be paid under this law. If the institution is self-insured, report the estimated amount which would otherwise be paid to the State.

Line 11. Other Benefits In Kind With Cash Options. Personal benefits in kind are reported only if the faculty member has, without the imposition of conditions, the option of taking a cash payment if the person prefers to use the money in some other way. Since the objective is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) should not be included.

Line 12. Totals. Sum the figures reported in each of the "Expenditure" columns.

The total "Number Covered" is an unduplicated count of persons participating in one or more benefit plans; not the sum of all figures reported in each of the "Number Covered" columns.

In the interest of consistent reporting, please verify that the number covered on each line of Part 2 does not exceed the corresponding number of men plus women reported in Part 1. For example, the "number covered" in Part 2A, line 1, column 2 should not exceed the number of persons reported in Part 1A (page 3, line 1, column 1 plus column 4). However, the number covered by the tuition plan, line 5, Part 2, may exceed the corresponding number of persons reported in Part 1 when faculty members have more than one dependent receiving tuition.